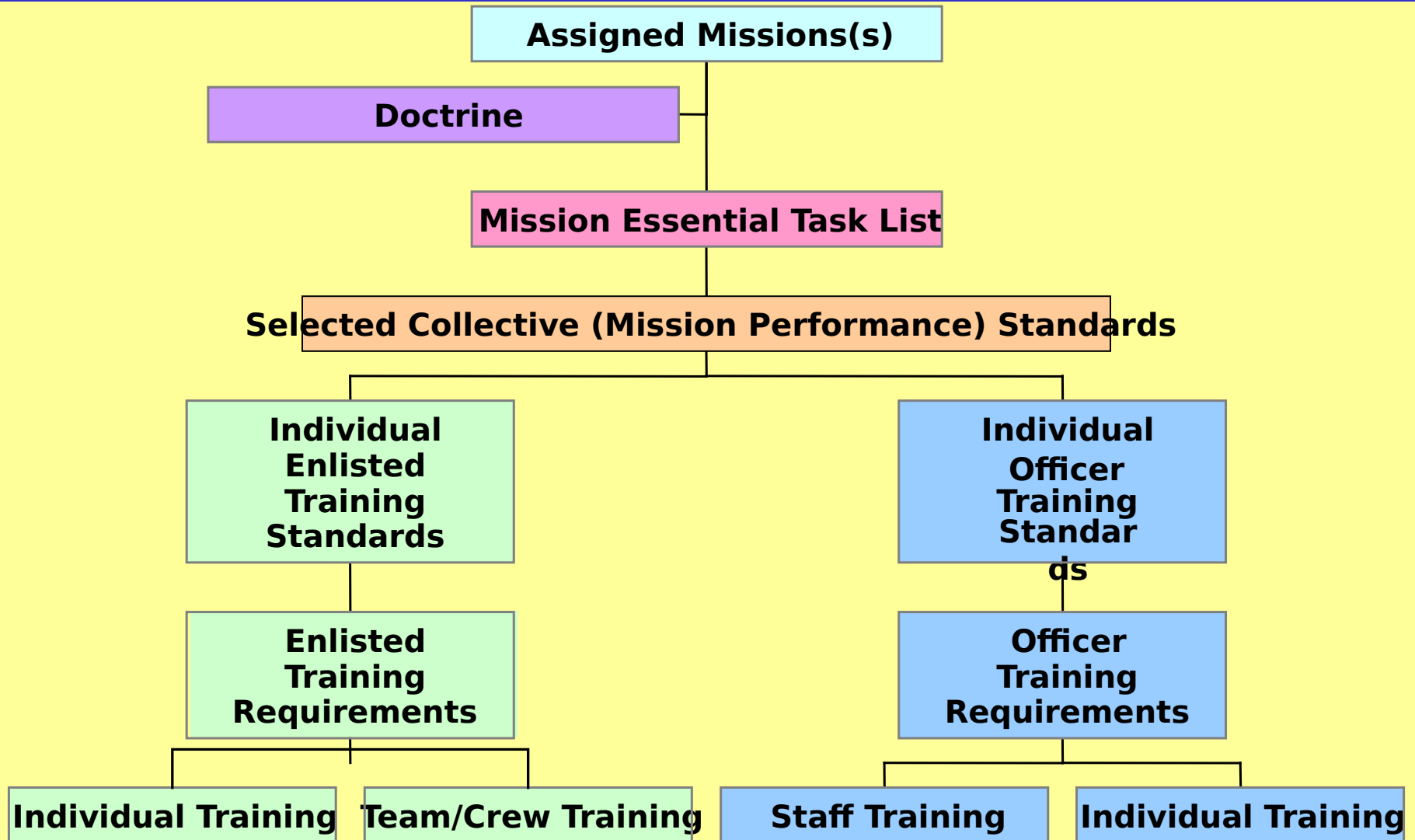


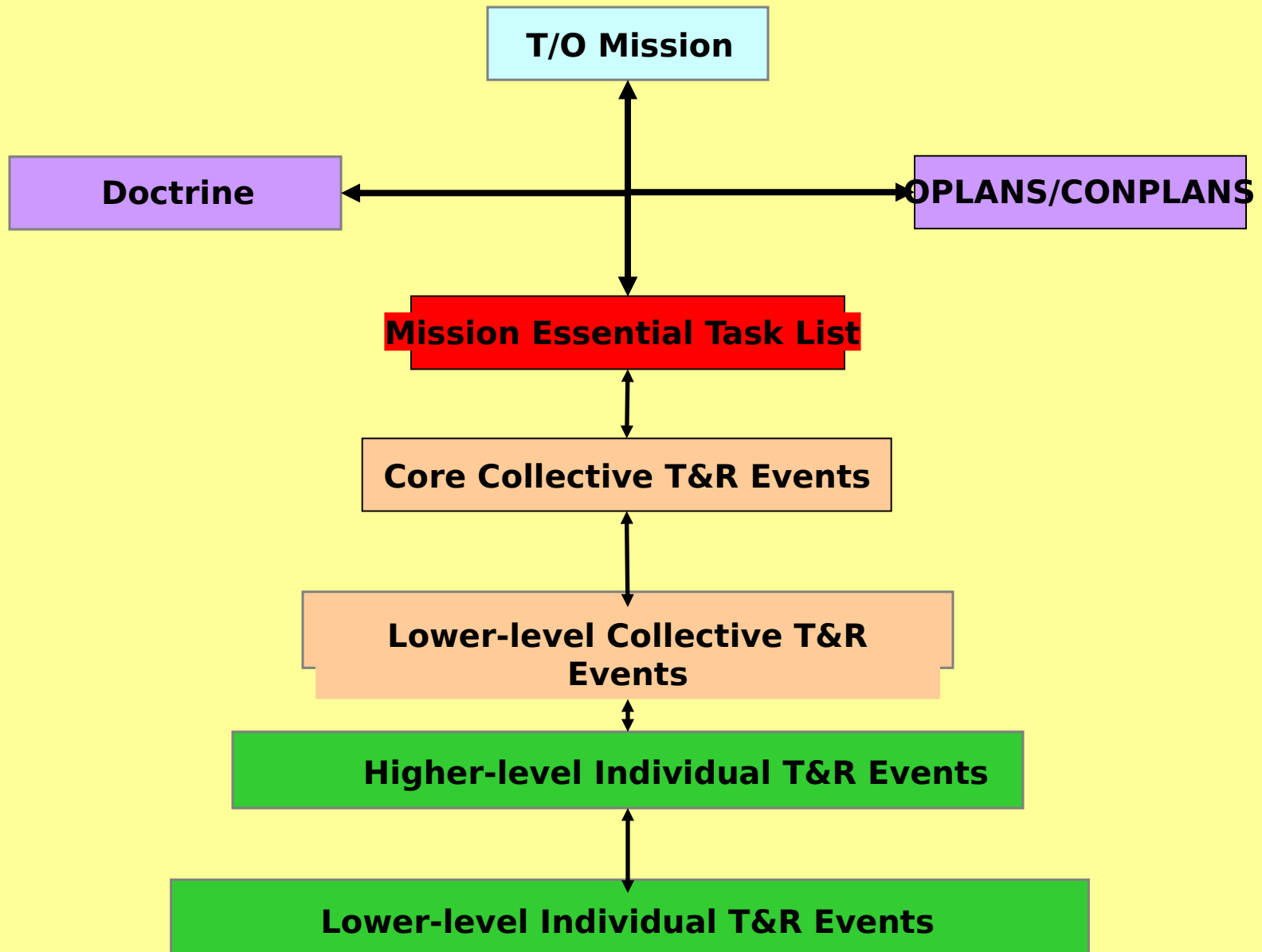
The background of the slide features a stylized American flag with red and white stripes and a blue field with white stars. Overlaid on the flag is the Marine Corps emblem, which consists of a globe with a map of the Americas, encircled by a wreath. A banner at the bottom of the emblem reads "UNITED STATES MARINE CORPS".

Marine Corps Training & Readiness Manual Program

Old Training Standards System



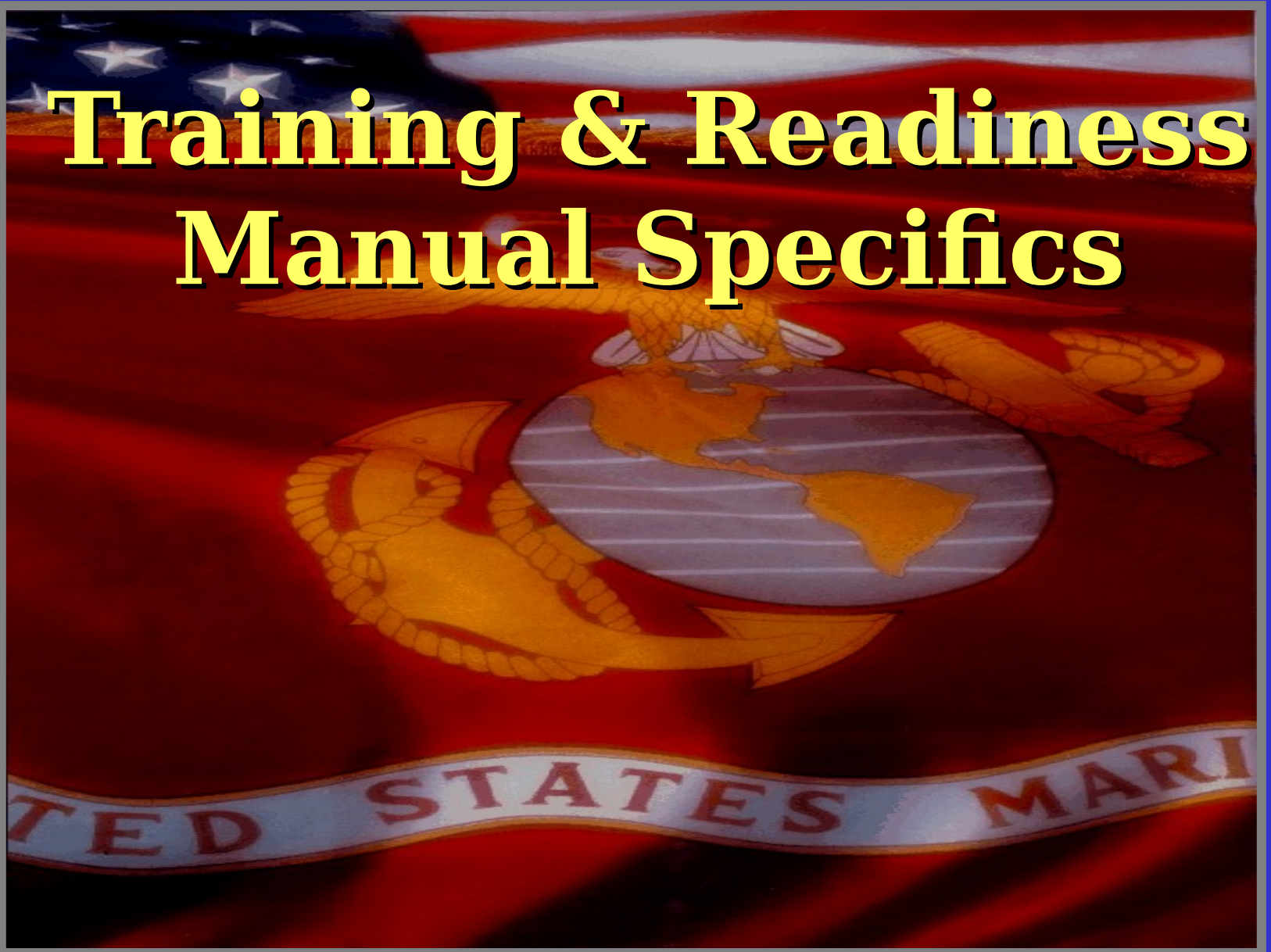
New Training Standards System



T&R Program Tenets

- ✓ Building block approach to training
- ✓ Training events linked to expected missions
- ✓ Focus on Unit Core Capabilities & Individual Core Skills
- ✓ Organization of tasks into executable tasks
- ✓ Sustainment of training
- ✓ Evaluation of training readiness

Training & Readiness Manual Specifics





Training & Readiness Manuals Specifics

- **Developed by Subject Matter Experts from the operating forces**
- **Designated, Categorized, Progressive Events**
 - **Combat Capable (Formal Schools MOS training)**
 - **Combat Qualified**
 - **Combat Ready**
- **Forms the Basis in Operational Forces for:**
 - ✓ **Individual Training**
 - ✓ **Collective Training**





Training & Readiness Manual Specifics

- Prescribe the specific events that a unit must be capable of performing in order to successfully execute a particular mission
- Serves as a means to evaluate the current training status of the unit
- Assists the commander identify the unit's strengths and deficiencies



Components of T&R Events



Training & Readiness Event Format

Event Code:

- A designator used for grouping events according to their functional area and to arrange events in a progressive sequence.
- The purpose of coding events is to provide Marines with a simplified system for planning, tracking, and recording individual and unit training accomplishments.

ASL-212



DEF-221



FSP-301



Training & Readiness Event Format

Event Description: Narrative description of the training event.



Training and Readiness Event Format

Task(s):

- Unit(s) of work performed over short period of time
- Have specific beginning and end
- Can be measured
- Is a logical and necessary unit of performance



Training and Readiness Event Format

Condition:

➤ Describes the situation/environment under which the Unit or Marine must perform the event.

- Location
- Equipment
- Special Physical demands
- Assistance/supervision



Training & Readiness Events

Performance Steps:

- Steps that must be performed in order to accomplish the training objective.
- Required for basic level **individual** events, optional for all other individual and collective events.



Training and Readiness Event Format

Standard:

- *The metric for evaluating the effectiveness of the event performance.*
- *Identifies the proficiency level in terms of accuracy, speed, sequencing, and adherence to procedural guidelines.*
- *Establishes the criteria of how well the event is to be performed. **Not guidance; it is inviolate.***



Training & Readiness Events

Prerequisite(s):

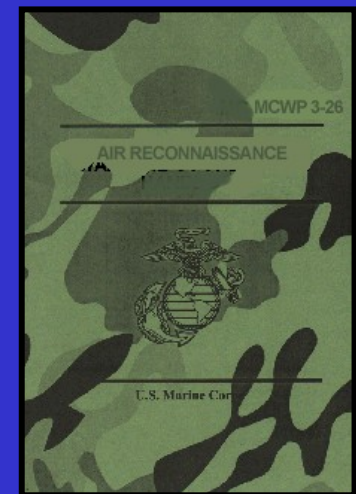
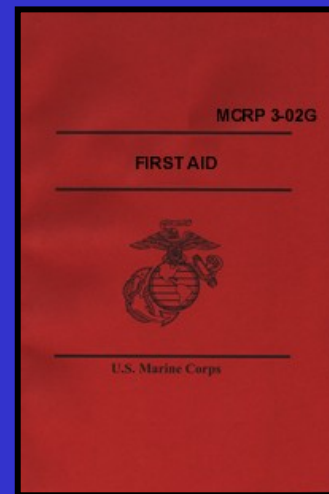
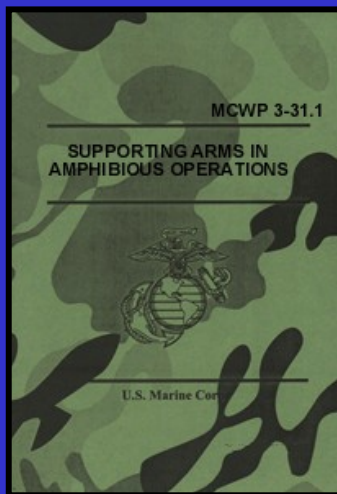
- The listing of academic training and/or T&R events that must be completed prior to attempting completion of the event.



Training & Readiness Event Format

References:

- A listing of doctrinal or reference publications that may assist the trainee in satisfying the performance standards and the trainer in evaluating the performance of the event.



Training & Readiness Event Format

External Support Requirements:

- Each event will contain a listing of the external support requirements needed for event completion (e.g., range, support aircraft, targets, training devices, other personnel, and non-organic equipment).



Training & Readiness Event Format

Combat Readiness Percentage (CRP):

- A quantitative numerical value used in calculating individual and collective training readiness.
- Each event's CRP is determined by its relative importance to other events.



Training & Readiness Event

Format

Sustainment Interval:

- The number of months between evaluation or retraining by the individual or collective event in order to maintain proficiency._



UNIT TRAINING MANAGEMENT

UNIT TRAINING MANAGEMENT PROCESS OVERVIEW BRIEF

**UTM PUBLICATIONS
& ORDER**

INDIVIDUAL TRAINING STANDARDS (ITS)

MARINE CORPS COMBAT READINESS EVALUATION SYSTEM (MCCRES)



TRAINING AND READINESS MANUALS (T&R)

ANNUAL TRAINING REQUIREMENTS

MISSION ESSENTIAL TASK LIST (METL) DEVELOPMENT

TRAINING PLAN DESIGN

9602 EDUCATION OFFICER PROGRAM

MARINE COLLEGE CREDIT (ACE)

OTHER TRAINING LINKS

<http://www.tecom.usmc.mil/utm/>



Marine Corps Martial Arts Program (MCMAP)

Major Kurt Osuch
MCMAP Program Manager
GTB, TRNGCOM, TECOM,
MCCDC, Quantico, VA
17 Apr 2002





CMC Goals

- Viewed as Elite Fighting Force.
- Applicable throughout the Spectrum of violence.
- Strengthen Ethos & Morale.
- Enhance Recruiting/Retention.
- Available to Marines throughout their career.





Elements of MCMAP

- Mental Discipline.
 - Warrior Studies
 - Martial Culture Studies
 - Combative Behavior
- Character Discipline.
 - Bedrock of MCMAP
 - Marine Corps Core Values and Leadership Training
- Physical Discipline.
 - Physical Skills
 - Combative Conditioning
 - Combative Sports





Belt Rank Achievement System

- Promotion.
 - Pass Proficiency and Performance Tests.
 - Recommendation of the Reporting Senior.
- Pre-requisites.
 - Rank.
 - Completion of Belt Level Specific Training.
 - Completion of Sustainment and Integration Training.





Implementation Activities

- MCO 1500.54A Program Order
- MCO 1510.122A ITS
 - POI for MAI Course
 - POI for MAIT Course
- Equipment
 - Total Force implementation during FY-02
 - Procuring total of 309 battalion sets (Active, Reserve, and Semper Fit).
- Semper Fit integration FY-03.





Commander's Involvement

- Building Martial Arts Instructor base, "Key to MCMAAP."
- Operational Risk Management.
 - Integrated with all aspects of training.
 - Injury reporting and surveillance.
- Quality Assurance.
 - Promote when eligible and qualified.
 - Discipline/reduction if appropriate.
- Every Marine a Tan Belt by close of FY-03.



MCO P6100.12

PHYSICAL FITNESS TEST AND BODY COMPOSITION PROGRAM MANUAL



Major Brian McGuire
Physical Readiness Programs Officer
GTB, TRNGCOM, TECOM,
MCCDC, Quantico, VA
17 Apr 02



New MCO P6100.12K

- Replaces out-dated MCO's:
 - MCO 6100.3J, "Physical Fitness" (1988)
 - MCO 6100.10B, "Weight Control & Military Appearance" (1993)
- Provides a *combined* Order
- Provides:
 - More information
 - Greater detail & clearer instructions
 - Better organized/structured document



MCO P6100.12 Changes

Changes

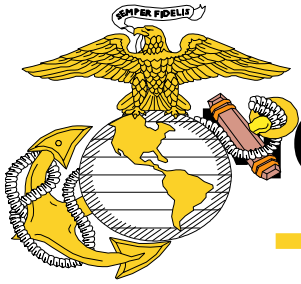
- Physical Performance Evaluation
- “46 & Over Risk Factor Screening”
- Weigh-In
- Initial assignment guidelines

NO change to PFT
execution/requirements

MARINE COMBAT WATER SURVIVAL TRAINING PROGRAM



Major Brian McGuire
Physical Readiness Programs Officer
GTB, TRNGCOM, TECOM,
MCCDC, Quantico, VA
17 Apr 02



CO 1500.52B W/CH 1 (9/01)

- Allows Instructor Trainers to conduct MCIWS courses
- Change Re-certification requirements
- Way Ahead
 - Linking MCIWS/MCITWS courses to unit training
 - Linking Swim Qual currency to composite score

Program of Instruction/Course Descriptive Data (POI/CDD) Process



Training Command (C 47)

**Ms Jan Chetnik
Ground Training Branch
(GTB)**

Why should I care about POIs/CDDs

- **CDD is a component of the POI**
- **POI details training to be conducted and resources required**
- **Per MCO 1553. 2, every course attended by a Marine must have an approved POI or equivalent service school document**



CDD Purpose

- **Identifies required resources based on Training & Readiness Manual/Individual Training Standards (T&R/ITS) and annual student throughput requirements:**
 - Instructor Staffing
 - Training/Education Support
 - Funding
 - Course Length
- **Provides justification/documentation for the development or revision of POIs**



POI Purpose

- **POI reflects how T&Rs/ITSs requirements will be trained and evaluated**
- **Describes a formal course of instruction in terms of:**
 - *Length - Training/Calendar Days*
 - *Learning Outcomes - Terminal/ Enabling Learning Objectives*
 - *Evaluation Procedures - Performance/Written Evaluation*
 - *Methods - Lecture/Demonstration/Practical Application*



POI/CDD Review Process

- **Per MCO 1553.2, Training Command:
Reviews, coordinates, and approves
POIs/CDDs**



Approval Process

- **Formal schools submit POI/CDD or equivalent service school documents to Training Command (C 472) for review/approval**
- **Marine Corps formal schools will submit all POI/CDDs in current MCAIMS format**
- **Staffs the POI/CDD or equivalent documents to applicable agencies for review**



Approval Process (con't)

- **Analyzes documents to ensure T&Rs/ITSs training requirements are accomplished and resources are utilized efficiently**
- **Consolidates staffing comments /recommendations and resolves discrepancies**
- **Recommends approval and prepares certification documents for CG, Training Command signature**



Post Approval Actions

- **Submits approved POI to the American Council on Education (ACE)**
- **ACE determines if POI meets requirements for vocational/collegiate credit for military training & education**
- **Schools must submit POIs for review every 3 years from date of last approval or as directed by higher headquarters**



Marine Corps Automated Instructional Management System (MCAIMS)



April 2002

**W. A. Sanderson
MCAIMS Functional Manager
Ground Training Branch
Marine Corps Training Command
(703) 784-3028**

Background – The Challenge

- 50+ Marine Corps Schools

- Students In – Students Out
- Herd, Feed, Exercise
- Keep up with change
 - New Equipment
 - New TTP

– Technology

**Curriculum
Development**

**Student
Management**

**Instruct
Mentor**

**Test
Graduate**

- Schools

- Run by laymen
- OccFld SMEs, not educators
- Too few and Too much
- Continuous turnover
- Must meet throughput and quality requirements
- Learn & perform at same time

- Service-level headquarters

- Educators and laymen
- Responsibilities outside MOS
- Continuous turnover
- Must define requirements
- Learn & perform at same time

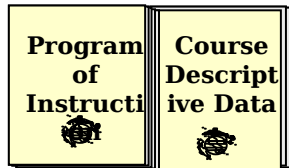
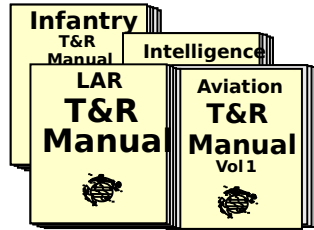
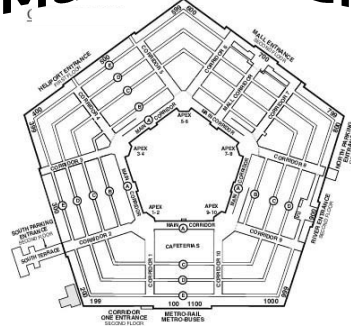
A Solution: Two MCAIMS Suites

- ***MCAIMS*** used at:
 - Formal Schools
 - Training Command
- ***MCAIMS*** used for:
 - Curriculum development
 - Administration of students
 - Evaluation of students

Related but

- ***MCAIMS Plus*** used at:
 - Ground Training Branch
- ***MCAIMS Plus*** used for:
 - ITS Order development
 - MCCRES Order development

MCAIMS: What it is



Student Management Tool

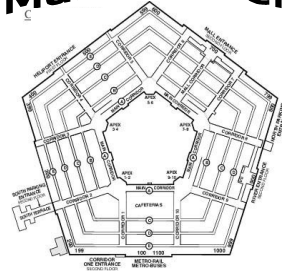
Training Design & Development Tool

MCAIMS as



- Coded, Changed, Distributed from GTB
 - More than 115 sites
 - Large schools, small schools, dets, remote users
- Decentralized to LANs and stand-alone PCs
 - More than 2,000 users
 - Course Administrators Service-level training headquarters
 - Curriculum developers Contractors in support of USMC
 - Instructors

MCAIMS as



- Mechanizes SYSTEMS APPROACH TO TRAINING
 - Policies, philosophies, procedures built into MCAIMS
 - Standardization of format for coordination
 - Internal/External to USMC
 - Other Services; American Council on Education
- Ensure courses teach training standards
 - Required skills (training standards) as determined by SMEs & endorsed by USMC leadership
 - Within cost constraints (time, money, equip, facility)

MCAIMS as

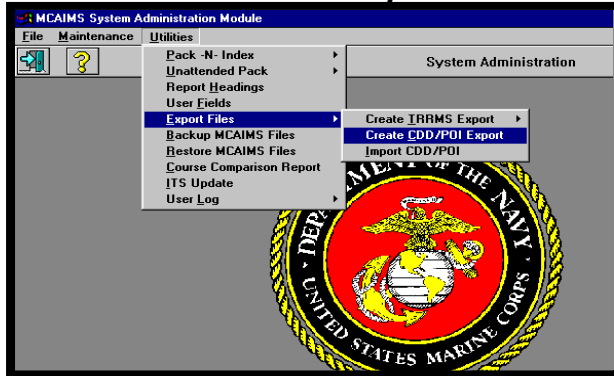
Training design &

development tool

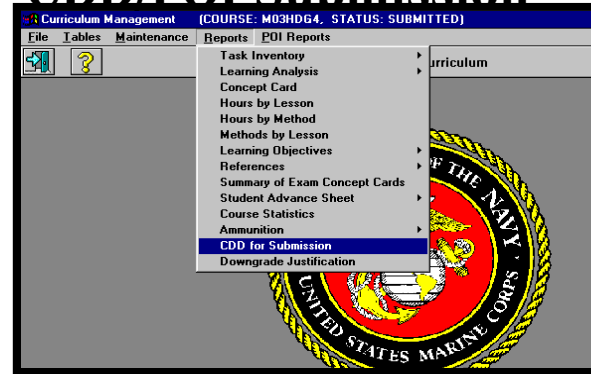
- For Laymen and Educators
 - Laymen: MOS Subject Matter Expert attends a 2-week course at IMS, then starts curriculum development
 - Educators: Resembles American academia's ISD
- Linear process to lead user through USMC application of Systems Approach to Training
 - Standards ▶ Learning Objectives ▶ Lessons
 - End Product contains:
 - Test Questions written during curriculum development
 - Summary of Number of Instructors, student-hours, equipment required
- Results:
 - Documented curricula within Service-approved resource constraints
 - Standardized, ACE-recognized formats

What You See in Your School

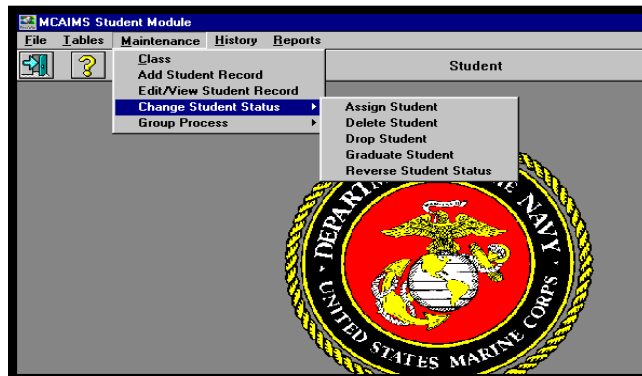
System Administration Module - Electronic CDD/POI Submission



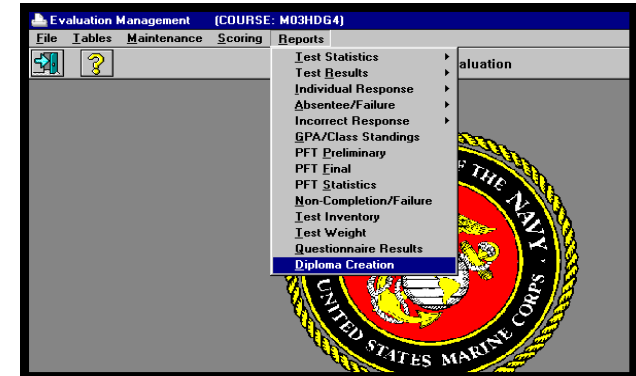
Curriculum Management Module - CDD/POI Submission

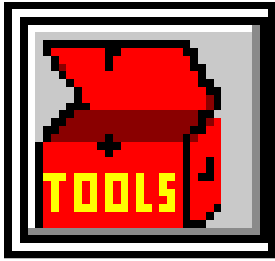


Student Management Module - Maintenance Menu



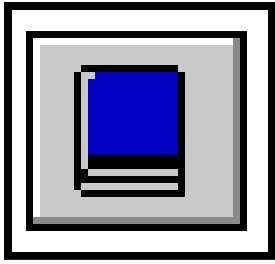
Evaluation Management Module - Reports Menu





SYSTEM ADMINISTRATION MODULE

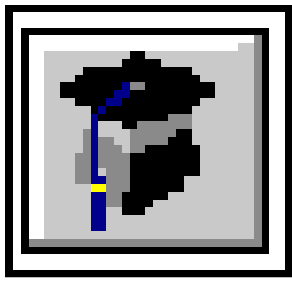
- **PRIMARY SYSTEM ADMINISTRATOR:**
 - ESTABLISHES COURSES AND CLASSES
 - ASSIGNS USER IDS AND LEVELS OF ACCESS
 - CONDUCTS SYSTEM-WIDE MAINTENANCE
 - PRODUCES EXPORT FILES FOR THE SUBMISSION OF CDD AND POI FOR APPROVAL
 - **USE OF THIS MODULE IS PREREQUISITE TO THE USE OF ALL OTHER MODULES**
- MANDATORY**



CURRICULUM MANAGEMENT MODULE

- **CURRICULUM PERSONNEL USE THIS MODULE TO DOCUMENT DESIGN AND DEVELOPMENT OF AN ENTIRE COURSE TO INCLUDE:**
 - RECEIPT OF ITS OR T&R MANUAL
 - PRODUCTION OF CDD
 - PRODUCTION OF POI
- **USE OF THIS MODULE IS MANDATED FOR THE PRODUCTION OF CDDs AND POIs (EXCEPT WHEN PRODUCING THE INITIAL CDD FOR A NEW COURSE)**

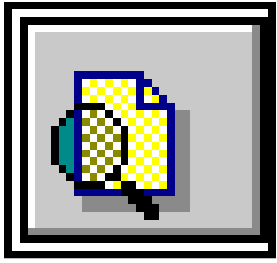
MANDATORY



STUDENT MANAGEMENT MODULE

- **SCHOOL PERSONNEL CAN MANAGE STUDENTS AS MARINES AWAITING TRAINING OR AS MEMBERS OF A CLASS IN AN APPROVED COURSE.**
- **INCLUDED ARE MANUAL AND AUTOMATED PROCESSES FOR:**
 - REGISTRATION
 - CLASS START
 - GRADUATION
 - FINAL REPORTING
- **INTERFACES WITH BNA & MIPS**





EVALUATION MANAGEMENT MODULE

- **USED TO DEVELOP AND MAINTAIN THE FOLLOWING TEST ITEMS THAT ARE LINKED DIRECTLY TO LEARNING OBJECTIVES:**
 - MULTIPLE-CHOICE
 - TRUE/FALSE
 - CHECKLIST
 - PERFORMANCE-BASED
- **EVALUATORS ASSIGN TEST ITEMS TO ACADEMIC TESTS AND TESTS TO CLASSES OF STUDENTS.**
- **SCORES, GPAs, AND CLASS STANDINGS ARE COMPUTED AUTOMATICALLY**



Current MCAIMS Challenges

- 16-bit application designed for Windows 95
 - Bill Gates is faster than me
 - Not for Windows 98, ME, NT, 2000, or XP
- “Memory Errors” with Windows NT & 2000
 - NMCI = ALL Windows 2000
- Data isolated
 - Not useable with MS-Office applications
 - Manual translation into other databases
- Solution
 - Maintain/repair until replaced and transitioned
 - Reengineer to 32-bit, industry-standard database, industry-standard application software

FUTURE OF MCAIMS - NEAR-TERM

- Modernization of software
 - To improve performance
 - To change functions to match policy changes and support schools' requested changes
- Version 3.0 – More than 70 changes
 - Mostly transparent to users & administrators
 - Incorporates multiple “memory error” fixes
 - Data Export function – export data to MS-Excel, Access, etc
 - May 2002
- Follow-on to Version 3.0
 - More improvements to resolve “memory errors”
 - Migration toward 32-bit application for NMCI compatibility
 - Target ~ August 2002

FUTURE OF MCAIMS - MID-TERM

- Purchase of ScanTools II COTS scanning software
 - Eliminates embedded programming for scanner
 - Compatible with newer versions of NCS OPSCAN Scanners
 - Target ~ August 2002
- Release of true 32-bit application
 - Target ~ March 2003
- New database engine to improve compatibility with USMC standard software
 - MS Access' JET?

FUTURE OF MCAIMS - LONG-TERM

- Reengineering of MCAIMS FY03-05
 - Integration of MCAIMS and MCAIMS Plus to reduce data redundancy
 - Define Needs of schools, Operating Forces, and Service-level headquarters for interfaces, data capture, and applications
 - Develop system to meet requirements
 - Maintain ease of use and school staff efficiency
 - Transition schools' data
- Requires simultaneous maintenance of established MCAIMS until transition complete

MCAIMS

Support

Mechanisms

- **Functional Support**
 - **Technical Support**
 - **On-site Training**
- Quantico: Mr. Bob Owen
 - Quantico Schools
 - Overall Support Coordinator
- Camp Lejeune: Mr. Carl Wilson
 - Eastern U.S. schools
- Camp Pendleton: Mr. Bob Gillespie
 - Western U.S. schools/WestPac

- Instructional Management Schools
 - IMS East
 - IMS West
- MCAIMS Instruction
 - Curriculum Developers Course
 - Administrators Course (MCAIMS Overview)

MCAIMS 2000 WEBSITE ADDRESS

<http://www.tecom.usmc.mil>